

March 5, 2025

To the Members of the Community Review Board and the OHA:

Thank you for your service in representing the community in this monumental transaction. As a member of the community and advocate of workers' rights, I have been closely following updates regarding the OHSU acquisition of Legacy. I find myself deeply concerned about the discrepancy between the employment protections afforded to union-represented employees compared with unrepresented employees. The benefits are far from equal and certainly not fair. Those who are unrepresented are only protected for six months, compared to 12 months, PLUS six months of severance if laid off between 12 and 24 months after closing for union-represented employees. It does not sit well that this stipulation was not included in the original agreement but rather was later added by OHSU. From the outside, considering Legacy's values include support for "our people," it would be unusual for them to support such a drastic discrepancy in the level of protection of their employees compared with OHSU's.

I am especially concerned about the Legacy system-level staff who could be the first to go as there may be redundancies in system-level staff responsibilities between the two organizations. What also worries me is that OHSU is the primary alternate employer for those who separate from Legacy. I understand Kaiser and Providence are technically in this market, but the largest employer is OHSU and once a Legacy employee is let go by OHSU, OHSU will not be an option for subsequent employment. With no severance protection like the union employees get, this could leave a lot of people in a very difficult financial situation while they potentially need to uproot their lives to find gainful employment.

If this acquisition is approved, the approval should be with conditions. One of these conditions should be that **ALL employees are protected by 12 months of job security, followed by six months of severance if released between 12 and 24 months.**

Thank you for your time and attention.

Respectfully,

Community Member